

BENEFITS OF AIR FORCE CIVILIAN EMPLOYMENT – ENGINEERS, SCIENTISTS, IT PROFESSIONALS

NO MILITARY COMMITMENT

Most employees at Hill AFB are civilians. Although they may work side-by-side with active duty, National Guard and Reserve military members, they are not expected to join the military. **For individuals who choose to serve in the Guard or Reserves, Hill AFB fully respects and supports their military commitments.**

JOB STABILITY

No engineers or scientists have been laid off from Hill AFB in over 30 years. This is a major difference from private sector companies. Dozens of projects are going on at any given time at Hill AFB, and if your project ends (or if you would just like to work on something different), there are **many opportunities to broaden your career.**

SALARY RATES FOR SCIENTISTS, ENGINEERS AND IT PROFESSIONALS

Engineers, computer scientists and IT professionals newly-graduated with a BS degree usually enter at the GS-7 pay grade with **planned promotions to the GS-12 level** over a 2 ½ - 3 year period. You are on a special rate of pay until you reach the GS-11 or GS-12 grade level (depending on the specific occupation).

GS-12 is the usual pay grade for engineers, scientists & IT specialists with 3 or more years of experience. GS-13 level vacancies are nearly always chosen from internal candidates to provide **career progression for current employees.**

2017 SALARY TABLES FOR NEW AND RECENT GRADUATES CAN BE FOUND AT:

Electrical and Electronics Engineers: <https://apps.opm.gov/SpecialRates/2017/Table042201012016.aspx>

Computer Engineers, Computer Scientists, IT Specialists: <https://apps.opm.gov/SpecialRates/2016/Table999B01012017.aspx>

Mechanical, Aerospace, Chemical, etc. Engineers: <http://apps.opm.gov/SpecialRates/2016/Table041401012017.aspx>

THE 2017 SALARY TABLE FOR GS-12 AND HIGHER PAY GRADES IN UTAH AND ARIZONA CAN BE FOUND AT:

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/RUS.pdf>

DoD Acquisition Workforce Personnel Demonstration (AcqDemo) uses pay bands (NH) instead of pay grades (GS) for some engineers and scientist positions: <http://acqdemo.hci.mil/broadband.html>

OTHER POSSIBLE BONUSES FOR THOSE HIRED ON CRITICAL POSITIONS

Scientists, engineers, IT professionals and other hard-to-fill occupations are sometimes eligible for one or more of the following special benefits when they are hired:

Recruitment Bonus: Lump-sum bonus to newly appointed employees for difficult-to-fill positions up to 25% of basic starting salary. There is a service agreement with a repayment plan if service time is not fulfilled.

Relocation Bonus: Lump-sum bonus for a difficult-to-fill position in a different commuting area up to 25% of starting salary. There is a service agreement with a repayment plan if service time is not fulfilled.

Higher Step in Pay Grade: Higher steps in a pay grade may be offered to those who have directly-related experience.

Creditable Service for Accrual of Vacation Days: For those with years of very closely-related and difficult-to-find experience, the Air Force may provide credit toward your vacation (annual leave) accrual rate. Example: Instead of accruing 4 hours per pay period when you start working, you might accrue 6 hours. <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/creditable-service-for-annual-leave-accrual-for-non-federal-work-experience-and-experience-in-the-uniformed-service/>

PERIODIC WITHIN-GRADE PAY INCREASES

There are pay steps for each federal pay grade, and when you move up a step it is called a within-grade increase. These pay increases are based on minimum waiting periods and performance ratings. To learn more, go to:

<http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/within-grade-increases/>

TIME OFF

Each year you receive 10 paid holidays, 13 days of sick leave (no limit to accumulation) and 13 to 26 vacation days, depending on your years of employment. This allows you to spend time with your family and pursue personal interests.

<https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/#url=Fact-Sheets>

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COMPRESSED WORK SCHEDULES

As a civilian employee at Hill AFB you will likely be on a compressed work schedule that gives you **every other Friday off** during a two-week pay period. You work 9-hour shifts Monday through Thursday, and the Friday that you work is an 8-hour shift. **That gives you 26 long weekends a year without counting holidays!**

OTHER QUALITY OF LIFE BENEFITS

Hill AFB civilians have access to physical fitness facilities; self-help equipment rentals; recreation equipment rentals; craft and hobby facilities and equipment; DoD recreational lodging and golf courses; discounts on morale, welfare, and recreation tickets and tours; etc. <http://75thforcesupport.com/ortt/>

WORLDWIDE OPPORTUNITIES

Civilian (non-military) employees also have opportunities to reassign temporarily to overseas locations, or permanently to other federal organizations or geographical locations in the USA. These jobs can be found by registering as a “Federal Employee” on the USAJOBS home page and entering the country or continent that interests you in the “Location” block.

CAREER BROADENING AND PROFESSIONAL DEVELOPMENT

Dozens of programs are going on at any given time at Hill AFB, and if your project ends (or if you would just like to work on something different), there are **many opportunities to broaden your career**.

The Air Force helps to fund graduate-level courses and advanced degrees whenever feasible, and offers hundreds of technical, business and leadership development training courses to help you **maximize your potential**. You can **compete for promotions** through either technical or supervisory pathways.

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

You can choose coverage from the widest selection of health plans in the country with substantial Air Force contribution to premiums. You can pay your share of premiums as well as your out-of-pocket costs with pre-tax dollars.

<http://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/>

FEDERAL FLEXIBLE SPENDING PLANS FOR DAY CARE, ELDER CARE AND NON-COVERED HEALTH EXPENSES

You may choose to participate in the Federal Flexible Spending Account Program which allows you to set aside money for day care, elder/dependent care, and health care expenses that are not covered by insurance.

The money you contribute to your flexible spending account is set aside before taxes are deducted, so in most cases you save about 30% on your federal taxes alone. For example, a person earning \$50,000 who contributes \$2,000 into an FSA account saves around \$600 on federal taxes. <https://www.opm.gov/healthcare-insurance/flexible-spending-accounts/>

THRIFT SAVINGS PLAN (TSP)

The TSP is similar to a 401(k) plan with matching contributions. You receive 1% automatic Air Force contributions that are not part of your actual salary. If you choose to save part of your actual salary in your TSP account, the Air Force matches your pre-tax contributions dollar-for-dollar for the first 3%, and 50 cents on the dollar for the next 2%.

This means that **if you contribute 5% of your pre-tax salary to your TSP account, the Air Force also contributes 5%**. You may set aside more than 5% of your actual salary, but the agency does not match those additional contributions. Investment earnings are tax deferred until withdrawn. <https://www.tsp.gov/PlanParticipation/AboutTheTSP/benefits/index.html>

FEDERAL EMPLOYEES RETIREMENT SYSTEM

Most private sector companies no longer offer retirement pensions, but the federal government does. Annuity is based on amount of service and salary history. <https://www.opm.gov/retirement-services/fers-information/>

OTHER FEDERAL EMPLOYEE BENEFITS

To learn about other benefits and entitlements, go to: <http://www.usa.gov/Federal-Employees/Benefits.shtml>

ASK US A QUESTION

If you have a specific question about pay or benefits, or **if you want an electronic copy of this document so that you can click on the hyperlinks**, please email us at: Hill.AFB.Outreach@us.af.mil